

Division of Long Term Supports and Services Bureau of Developmental Services

**Rate Structure Work Group
August 12, 2022**



Goals

Goals for 8/12 Meeting

1. Discuss Cost Report Availability
2. Discuss Occupation Codes from the Bureau of Labor Statistics (BLS) and how they related to Direct Support Professional responsibilities for the various services
3. Next Steps

This Rate Setting Work Group is open to the public. Members of the public who are not on the Rate Setting Work Group can listen to the group's discussions but will not be able to ask questions or participate in discussions occurring between Work Group members.

This structure ensures that the Department can engage a diverse group of stakeholders in substantive dialogue while also providing transparency and general updates to the general public.

If you are a member of the public and have questions about the Rate Setting Work Group and/or its work, please contact us at BDSRateStructureWorkgroup@dhhs.nh.gov and we will respond as soon as possible.



Cost Report Availability



Cost Report Availability

- The cost report & frequently asked questions document were published to the BDS Systems Rate Work Group page on August 1.
- In addition to posting, the cost report was emailed to known provider agencies.
- Two question and answer training sessions are scheduled:
 - Friday, August 26: 1:00 pm – 2:30 pm Eastern
 - Thursday, September 1: 10:00 am – 11:30 am Eastern
- We encourage questions to be sent to NHCostReport@mslc.com



Bureau of Labor Statistics Information



Bureau of Labor Statistics (BLS) Wage Categories

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How is BLS data used for Rate Setting?

- BLS data is used to confirm the Direct Support Professional (DSP) wages reported in the cost reports.
- The DSP wage is the “base” for the reimbursement rate calculations.
- BLS data is used to benchmark the following:
 - Education requirements for DSP
 - Experience requirements for DSP
 - DSP job responsibilities
 - Hourly wages are sufficient
 - Evaluate regional pay differences



Rate Structure Example

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	Rate Build-Up by Level of Support			
	Low	Moderate	High	Advanced
Wage	\$15.12	\$15.12	\$15.12	\$15.99
ERE	30.00%	30.00%	30.00%	30.00%
Availability	1.67	1.67	1.67	1.83
Adjusted Wage	\$32.92	\$32.92	\$32.92	\$37.99
Mileage*	5.80%	5.80%	5.90%	5.10%
Program Support*	5.20%	5.20%	5.30%	6.50%
Administration*	8.90%	8.90%	7.80%	6.30%
Total Per Staff Hr	\$41.14	\$41.14	\$40.62	\$46.31
Staffing Ratio	0.33	0.4	0.67	1
Hourly	\$13.71	\$16.46	\$27.08	\$46.31

* Calculated as a percent of Total per Staff Hour/percent of Hourly Rate
(for Administration)



Bureau of Labor Statistics (BLS) Wage Categories

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Today's Discussion

- As we present the various BLS Occupation Codes, think about the DSPs for each service included in the cost report. Does the description:
 - Meet the educational and experience requirements to be employed as a DSP?
 - Address the responsibilities required of the DSP on a “normal” work day?
 - Which services would the BLS Occupation Code “fit” the DSP position?
- Note that it is common that one BLS Occupation Code does not match perfectly with the DSP requirements. To address this, we can use a “blend” of BLS Occupation Codes.
- The discussions today will not be considered final decisions. The information will be used to make informed decisions when draft rates are calculated.



Bureau of Labor Statistics Wage Categories

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About the following data

- The following tables represent some of the BLS Occupation Codes commonly used for this process.
- Please note this list is not all inclusive. The codes presented in the tables are meant to represent the majority of the DSP and other service providers.
- Other job codes will be evaluated for other positions, such as therapy and supervisory components.
- Codes are separated into two categories:
 - DSP Categories
 - Specialized Positions
- The source of the following information is the BLS website:
https://www.bls.gov/oes/current/oes_stru.htm



Bureau of Labor Statistics – DSP Categories

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Occupation Code	Occupation Code	Education	Training	Description
21-1093	Social and Human Service Assistants	High school diploma or equivalent	Short-term on-the-job training	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).
31-1120	Home Health and Personal Care Aides	High school diploma or equivalent	Short-term on-the-job training	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient. Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.
39-9032	Recreation Workers	High school diploma or equivalent	Short-term on-the-job training	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.



Bureau of Labor Statistics – DSP Categories

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Occupation Code	Occupation Code	Education	Training	Description
31-1133	Psychiatric Aides	High school diploma or equivalent	Short-term on-the-job training	Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.
21-1015	Rehabilitation Counselors	Master's degree	None	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement. Excludes "Occupational Therapists" (29-1122).
39-9032	Recreation Workers	High school diploma or equivalent	Short-term on-the-job training	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
39-9041	Residential Advisors	High school diploma or equivalent	Short-term on-the-job training	Coordinate activities in resident facilities in secondary school and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.



Bureau of Labor Statistics – Service-Specific

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Occupation Code	Occupation Code	Education	Training	Description	Possible Services
21-1022	Healthcare Social Workers	Master's degree	Internship/residency	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	<ul style="list-style-type: none"> • Case Management
21-1094	Community Health Workers	High school diploma or equivalent	Short-term on-the-job training	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes "Health Education Specialists" (21-1091).	<ul style="list-style-type: none"> • Case Management • Community Support Services



Bureau of Labor Statistics – Service-Specific

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Occupation Code	Occupation Code	Education	Training	Description	Possible Services
21-1015	Rehabilitation Counselors	Master's degree	None	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement. Excludes "Occupational Therapists" (29-1122).	<ul style="list-style-type: none"> Supported Employment
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	None	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.	<ul style="list-style-type: none"> Specialty Services Crisis Response Services
31-1131	Nursing Assistants	Postsecondary nondegree award	None	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1121), "Personal Care Aides" (31-1122), "Orderlies" (31-1132), and "Psychiatric Aides" (31-1133).	<ul style="list-style-type: none"> Specialty Services Crisis Response Services



Bureau of Labor Statistics – Service-Specific

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Occupation Code	Occupation Code	Education	Training	Description	Possible Services
19-3033	Clinical and Counseling Psychologists	Doctoral or professional degree	None	Assess, diagnose, and treat mental and emotional disorders of individuals through observation, interview, and psychological tests. Help individuals with distress or maladjustment understand their problems through their knowledge of case history, interviews with patients, and theory. Provide individual or group counseling services to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment. May design behavior modification programs and consult with medical personnel regarding the best treatment for patients. Excludes “Psychiatrists” (29-1223).	<ul style="list-style-type: none">• Specialty Services• Crisis Response Services



Questions?



Next Steps



Next Steps

- We will continue the discussion of the DSP wage during the next meeting.
- To prepare, review the information presented today and provide us with feedback on which Occupation Codes relate to the DSP for each service your organization provides.
- Provide your feedback to NHCostReport@mslc.com no later than Wednesday, August 31.

